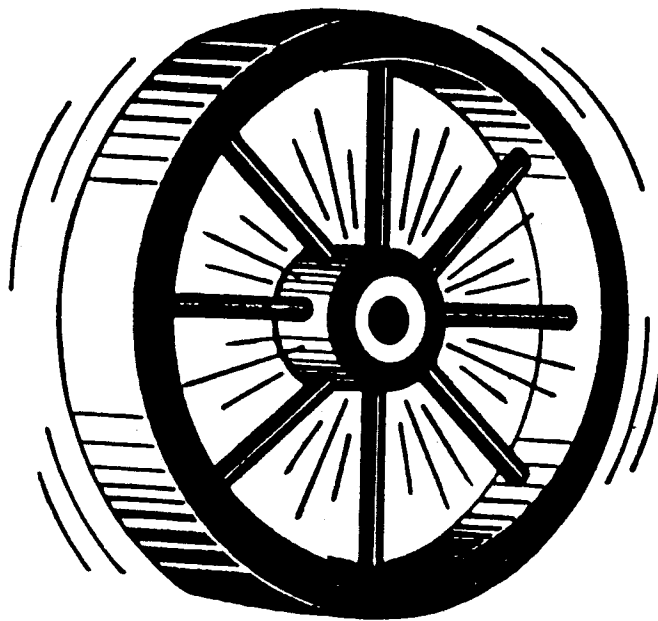


Audubon CSD

Audubon EA

7/1/2006 6/30/2008

**AUDUBON
COMMUNITY
SCHOOLS**



**MASTER CONTRACT
AGREEMENT**

2006 – 2008

AUDUBON COMMUNITY SCHOOL

Audubon, Iowa 50025

COMPREHENSIVE AGREEMENT

2006-2008

I. PREAMBLE:

The Board of Education of the Audubon Community School District, hereinafter referred to as the Board, and the Audubon Education Association, hereinafter referred to as the Association, agree as follows:

II. EMPLOYMENT PRACTICES:

A. The Audubon School District does not discriminate on the basis of sex, race, national origin, creed, age, marital status or disability in the educational programs or activities, which it operates. The Audubon School District is required by Title IX of the Education Amendments of 1972 and regulations thereunder not to discriminate in such a manner. Furthermore, it is the intent of the Audubon Community Schools to prepare its students to live and function in a multi-cultural, non-sexist society. The ultimate goal of the school's curriculum is to help the students acquire a realistic basis for understanding cultural life styles of people of different races, ethnic groups, and social economic status. The requirement not to discriminate in educational programs and activities extends to employment therein and to admission thereto.

B. The minimum for employment of new personnel with the Audubon Community Schools shall be a Bachelor's degree. High School Teachers must have at least a Bachelor's degree and meet the requirement set forth by the Iowa State Department of Education and by the N. C. A. in the subjects that they are to teach.

C. All teacher benefits here-to-fore negotiated and included in the 2004-2006 contract shall be continued in the 2006-2008 Master Contract Agreement, subject to any agreed upon additions, deletions, or changes evolving from the 2005-2006 school year's negotiations meetings.

D. Re-Opener: Should the legislature appropriate additional funding specifically for teacher's salaries after an agreement is reached, the salary schedule portions of this agreement shall be re-opened for negotiations for the 2006-2008 Master Contract Agreement.

III. GRIEVANCE PROCEDURE:

A. Definition: A "grievance" is a claim by a certified employee that there has been a violation of any provision of this Comprehensive Agreement.

B. Purpose: The purpose of the Article is to provide for a mutually acceptable method for the prompt and equitable settlement of employee grievances and disputes over alleged violations of the Comprehensive Agreement.

C. Time Limits: All time limits herein shall consist of school days Monday through Friday. The number of days indicated at each level shall be considered a maximum and every effort should be made to expedite the process. The failure of an employee to act on any grievance within the prescribed time limits will act as a bar to any further appeal and the employer's failure to give a decision within the time limits shall permit the aggrieved employee to proceed to the next step. Time limit, however, may be extended by mutual agreement.

D. Investigation: Any investigation or other handling or processing of any grievance by the grieving employee shall be conducted so as to result in no interference with or interruption whatsoever with the program and related work activities of the aggrieved employee or of other employees.

E. Steps of the Grievance Procedure:

1. Level One: An employee with an alleged grievance shall within ten (10) days from the date of the alleged grievance, discuss the grievance with his/her immediate supervisor in an attempt to resolve the matter informally.

2. Level Two: If, as a result of the informal discussion in Level One, the employee feels the grievance still exists and the employee desires to proceed to Level Two, the employee shall, in writing, within five (5) days from the date of the informal conference in Level One, file a written grievance with the principal. The principal shall within five (5) working days following the receipt of the written grievance, meet with the employee to discuss the grievance. Within five (5) working days following this meeting, the immediate supervisor shall communicate in writing to the employee the disposition of the grievance and state remedy proposed.

3. Level Three: In the event an employee is not satisfied with the decision at Level Two and the employee desires to proceed to Level Three of the grievance procedure, the employee must file within five (5) working days of the employee's receipt of the written decision from Level Two a copy of the written grievance with the superintendent. Within five (5) working days after such written grievance is filed with the superintendent, the employee and the superintendent shall meet to discuss the grievance. Within five (5) working days of the meeting, the superintendent shall indicate his proposed remedy of the grievance in writing. The superintendent may consolidate separate grievances involving common questions of fact.

4. Level Four: If the employee is not satisfied with the disposition of the grievance, there shall be available a Level Four consisting of binding arbitration. If the Association, after consulting with the employee, decides to proceed to Level Four, the Association must submit in writing a request for arbitration to the superintendent within ten (10) working days from the receipt of the Level Three answer of the binding arbitration, the Association and the employer shall request the Public Employee Relations Board to provide a list of five (5) arbitrators. At a mutually agreeable time following the receipt of the list of the panel of five (5) arbitrators, the parties shall meet to select a single arbitrator. At this meeting, each of the two parties, deciding by lot will alternately strike one (1) name at a time from the list until only one (1) name remains. The remaining name shall be the arbitrator.

The arbitrator's decision shall be in writing and shall set forth his/her findings, reasoning, and conclusions on the issues submitted. The arbitrator's decision shall be made within thirty (30) working days after the close of the arbitrator's hearing. The arbitrator shall have no power to alter, add to, or detract from the specific provisions of the agreement. No decision of the arbitrator shall in any way be derogate of the powers, duties and rights established in the employer by constitutional provisions, statute, or other legislative act. The arbitrator's decision shall be binding to both parties. The costs of the service of the arbitrator will be shared equally by the employer and the Association.

F. All meetings and hearings under this procedure shall be conducted in private and shall include only witnesses, the parties in interest, and their designated or selected representative.

G. An aggrieved employee, or the Association, may be represented at all steps of the grievance procedure by one representative appointed by the Association.

IV. REDUCTION OF STAFF:

COVERAGE: All certified employees are covered, including employees on extended leave of absence.

LAYOFF PROCEDURES: When the Board decides to reduce the size of the staff, the determination as to which employee(s) shall be laid off shall be made as follows:

(1). The formal evaluations of all employees within classifications to be reduced shall determine the order of layoff. If the evaluations are equal, the renewal shall be given to the teacher with the greater full time continuous length of service. Seniority shall be defined as the length of continuous contract service in the Audubon Community School District as a teacher or other professionally certificated employee in a position title now included in the bargaining unit from the first day of service after the most recent date of hire. Employees working less than half-time shall accrue one-half year of seniority per year of service. Employees working half-time or greater shall accrue one full year of seniority per year of service. Neither extra-curricular, summer school, nor substitute service shall count toward the accrual of seniority.

(2). If seniority is equal, the employee(s) with the least advanced educational lane placement on the salary schedule within the classifications shall be designated initially for layoff. However, if the lane placement is also equal the employee with the least number of endorsements or approvals included with their degree shall be designated for layoff. If still equal, seniority ties shall be broken by date of most recent hire, as determined by date of individual contract signature.

(3). The fore-going factors will be applied within staff reduction classifications as follows: Special education per certification (K-12); art (K-12); librarian (K-12); vocal music (K-12); instrumental music (K-12); guidance counselors (K-12); technology coordinator; grades PK-6 (includes all positions not part of another classification); grades 7-12, per subject area only.

RECALL PROCEDURES:

(1). Certified employees wanting recall rights shall advise the superintendent of their current address and telephone number. These employees shall have recall rights for one year to any position which

becomes available within the category from which the employee was reduced, and/or for which the employee is certified. Employees will be recalled in inverse order of lay off. Notice of recall to available positions shall be sent by certified mail.

(2). Seniority shall not accrue for employees on recall, but employees who are recalled shall have seniority restored to the amount accrued prior to layoff. Unused benefits and accumulated sick leave accrued up to the time of layoff shall also be restored. Any employee re-employed by exercising their recall rights shall be placed on the next higher step on the salary schedule.

(3). A recalled employee must notify the superintendent within ten (10) working days of receipt and notice of recall of his/her desire and availability to return to work. If the employee fails to respond within the (10) working days, the employee will be deemed to have refused the recall offer. The employee shall be informed of the (10) working day limitation in the communication.

(4). If a reduced employee has been recalled to a position having less than full time equivalency than he/she previously held, he/she shall retain recall rights to any position having a full time equivalency for which he/she is certified.

V. EMPLOYEE EVALUATION:

A. All new certified employees to the system shall be formally evaluated within a reasonable time after the start of the school year.

B. Any written evaluation shall be submitted to the employee for the employee's signature prior to including the evaluation in the permanent records of the employee. The employee shall have a right to have a written response to that evaluation, both of which, the evaluation and response, shall be kept in the permanent file. Signing of a written evaluation does not indicate agreement with the evaluation but merely receipt of it.

C. Within two weeks after the beginning of the employee's term, the building principal, or appropriate administrator, shall explain at a group meeting to the employees the evaluation procedures that will be used to observe and evaluate. No evaluation shall take place until such orientation has been completed.

D. All certified staff will be notified of the first formal evaluation.

E. Continuing employees shall be formally evaluated at least once every year or more frequently as the administration desires.

F. Nothing herein contained shall limit the type or number of formal evaluations or informal evaluations and observations, except the district shall not solicit in any comprehensive manner, student observations for formal or informal evaluations.

G. If the summative evaluation is below district standards, the evaluator shall set forth in writing steps that shall be taken to improve the performance to meet the district's standards.

H. Certified staff may ask for additional evaluations throughout the year.

I. Certified employees have the right to grieve an overall evaluation, which is below district standards, only in accordance with Iowa law.

VI. TRANSFER PROCEDURES:

A. Any teacher may apply for voluntary transfer. Such application shall be in writing to the superintendent. A denial of a transfer to a vacancy existing at the time of such request shall be in writing.

B. In the event that the superintendent determines that involuntary transfers are necessary, the superintendent shall give written notice to the affected employee(s) as soon as practicable. There will be a meeting between the employee(s) involved and the superintendent. At which time the employee shall be advised of the reasons for the transfer. If qualified volunteers are available, they shall first be considered in the event of necessity for involuntary transfers.

C. All available positions within the district shall be posted at each building during the months of September through May. During June through August, notices of vacancy shall be posted in the Central Office only.

VII. EXPERIENCE ALLOWED FOR TEACHING IN OTHER SYSTEMS:

Full credit will be given in the Audubon System for each full year's teaching in other school systems up to a maximum of seven years. The board reserves the right to bring certified employees in and give credit beyond the seven years.

If, because of unusual circumstances, the qualifications, experience or welfare of the school justifies that an incoming teacher be employed at a higher salary than the schedule indicates, they may expect reduced or omitted salary increments until they are on schedule.

VIII. PROFESSIONAL GROWTH:

A. All teachers having a Bachelor's degree will be required to obtain those credit requirements as mandated by the Department of Education.

B. All teachers having a Master's degree will not be required to take additional college credit but will be required to present evidence of additional growth in the nature of attending seminars, curriculum studies, etc., in a related field to that which they are teaching in the Audubon Schools.

C. The superintendent must be informed in writing by December 15, if a staff member anticipates moving horizontally on the salary schedule in the next school year.

D. Advancement on the salary schedule shall be made only upon recommendation of the superintendent with his statement that to the best of his knowledge the teacher in question is rendering satisfactory service to the school system. Automatic increments will be withheld by the action of the Board of Education when the service of any teacher falls below standard.

E. Credit for training will be based on official transcripts of credit. These must be filed in the Superintendent's Office within 30 days after the beginning of the teacher's contract in the Audubon Schools.

F. Whenever a teacher has completed enough semester hours of study to entitle them a higher lane on the salary schedule, there will be no change of status until new contracts are issued for the following school year. If the teacher has notified the superintendent in writing that a

horizontal lane advancement will be possible before the next year, that advancement on the salary schedule will be made upon presentation of transcripts of credit showing that the necessary hours of credit have been earned and a new contract will be drawn. Such presentation shall be made on or before September 1.

G. Degree teachers may apply only courses of graduate level toward horizontal advancement on the salary schedule, except in cases where on approval of the superintendent, under-graduate refresher or new materials courses are taken. In order to receive credit for additional training, that training must be related to the field of work in which the teacher is actually teaching in the Audubon Schools. Reasonable latitude will be given for additional training in a specialized field.

H. To start at any advanced scale step because of an advanced degree or certificate, the training for that advanced degree or certificate must be for the level of instruction for which the instructor is employed.

IX. GENERAL PRACTICES:

A. Salaries shall cover a period of 190 days. Regular classroom work shall consist of at least 180 days and the remaining ten days for teachers meetings and the preparing of final reports. Such additional time as the nature of the teaching, coaching, or administrative assignment required is included in the salaries of teachers, unless specified otherwise.

B. A teacher will be paid six dollars per class hour when assigned to substitute for another faculty member in supervising classes or study halls, provided this time is taken from the substitute's preparation time.

C. The Staff Council shall represent all constituents and communicate concerns including input on development of the school calendar.

D. There will be a teacher workday between semesters or at least dismiss at 2:30 P.M. on the last day of the first semester to allow teachers time for checking tests and preparing grades.

E. "Wellness at the Work Site" sponsored by our Insurance carrier shall continue.

F. The employer provided direct deposit for payroll shall be used by all members of this bargaining unit.

X. BASE SALARY (Including Phase II)

Base Salary will be adjusted for 2007-2008.

A.	Bachelor's Degree	\$24,660
B.	Bachelor's Degree + 10 Semester hours	\$24,960
C.	Bachelor's Degree + 20 Semester Hours	\$25,260
D.	Master's Degree or Bachelor's Degree + 38 Sem. Hrs.	\$25,610
E.	Master's Degree + 15 Semester Hours	\$25,860

F. Longevity Pay. Teachers shall receive an annual career increment of \$200 per year after their second year on the maximum step of the B.A. + 10, B.A. + 20, B.A.-38/M.A. and M.A. + 15 lane and each fourth (4th) year thereafter. The maximum increment to be \$800. First year of eligibility for each lane shall be BA10, Step 16, BA20, Step 16, BA38/MA, Step 20, and MA15, Step 20.

Example:

1st Year Eligible	\$200 per year
2nd Year Eligible	\$200 per year
3rd Year Eligible	\$200 per year
4th Year Eligible	\$200 per year
5th Year Eligible	\$400 per year
6th Year Eligible	\$400 per year
7th Year Eligible	\$400 per year
8th Year Eligible	\$400 per year
9th Year Eligible	\$600 per year
10th Year Eligible	\$600 per year
11th Year Eligible	\$600 per year
12th Year Eligible	\$600 per year
From 13th Year on	\$800 per year

G. It is agreed that if the salary schedule finally agreed upon include Phase I and Phase II moneys that this schedule be reduced by the same amount that Phase I and/or Phase II moneys are cut or reduced by the state if that were to occur.

XI. OTHER DUTIES:

Certified staff who benefit from the salary schedule shall assume reasonable school responsibilities outside the regular school day. These duties as assigned by the superintendent and principals shall be shared equally with other members of the certified staff.

XII. ASSURANCE OF PRESENT SALARY:

No member of the present staff shall suffer a loss as a result of the adoption of this schedule; but if his/her present salary exceeds that allowable under this schedule, he/she will remain at present salary until salary is changed upward by the effect of this schedule.

XIII. TEACHER INSURANCE AND ANNUITIES:

A. The employer provides full single coverage for \$1,000 deductible comprehensive PPO hospital and major medical health insurance, dental insurance, long term disability insurance with 120 day waiting period not to exceed 60% of the monthly income with a maximum of \$4,000, a straight term life insurance policy of \$20,000, with supplemental accidental death and dismemberment coverage of \$20,000. Upon approval of the insurance carrier, a \$500 deductible health insurance plan will be made available with the difference in premium from the \$1,000 deductible the responsibility of the employee. Also, upon approval of the insurance carrier, a \$1,500 deductible health insurance plan will be made available. The premium savings, if large enough to meet the minimum requirement for participation, may be applied toward a 403B plan (TSA) of the employee's choice. If the savings is not large enough to meet the minimum requirement, it still may be applied toward a 403B plan, providing the employee also makes a monthly contribution to ensure the minimum participation level is maintained. Otherwise, the premium savings is retained by the school district.

Teachers may elect to not participate in the group insurance plan. However, to ensure the group insurance plans are preserved, participation levels must be maintained at the minimum level required by the insurance carrier(s). Whenever minimum participation levels are not maintained, the last employee to discontinue participation shall be required to participate. In the event more than one employee discontinues participation simultaneously, the employee(s) with the least seniority shall be reinstated as a participant.

B. Payroll deductions are provided by the School District for teacher insurance, annuities, and dues to professional organizations.

C. A flexible benefit plan, (cafeteria plan), will be provided for the balance of the cost of insurance for all employees electing to participate.

D. Employees who elect not to participate in the employer provided health and dental insurance plan will be provided with a TSA of their choice in the amount of \$346.85, or a sum of \$4,162.21 per year. These amounts will be adjusted for 2007-2008 to reflect 85% of the amount of the employer provided health and dental insurance premium for that year.

E. A 125 cafeteria plan will also be available for all eligible employees, providing minimum participation levels are maintained to ensure the district pays no additional monthly participation costs in excess of that required per employee.

XIV. HEALTH PROVISION:

All new employees to the district are required to have a physical, which includes a T.B. test, as a condition of employment. The employee is to submit the bill for the cost of the required physical to the employer provided health care coverage company. The employer will reimburse the new employee up to \$30.00 for any part of the required parts of the physical not reimbursed by the insurance carrier.

XV. LEAVE OF ABSENCE:

A. Sick leave will be granted for personal illness at the rate of 15 days per year. Any unused portion of sick leave in a given year is accumulative to a maximum of 120 days. Sick leave can be used only for personal illness or for medical treatment not to include routine physical, dental, or optical examinations by the family doctor.

Salary will not be paid for unused sick leave, which has accumulated to the credit of a certified employee if he/she leaves the Audubon System. Sick leave is not transferable to another system automatically.

For periods up to three days, a statement from the employee will usually be sufficient proof of inability to work; when three or more days are missed consecutively, a statement from a doctor may be required.

Sick leave can not be used for any purpose other than illness. If you are able to leave home for personal business, you should not ask for sick leave.

If an employee has used both emergency leave days, the employee may then use up to three days of accumulated sick leave for care of the employee's child or spouse.

B. Bereavement Leave: A leave of not more than five days on full pay in case of death in the immediate family. (Immediate family defined as spouse, children, sibling, parent, fiancée, mother-in-law, father-in-law, sister-in-law, brother-in-law, grandchildren, or employee or spouse's grandparents, or anyone residing within the household).

C. Personal Leave: Each employee will be allowed three days of leave which may be granted by the superintendent and/or principal upon request by the employee for personal leave. Request for personal leave shall be made three or more days in advance of the desired date of leave. Personal leave may not be used to extend any holiday period, the first three school days of the school year, the last three school days of the school year, days in which parent-teacher conferences are scheduled, or days in which inservice activities are scheduled. However, personal leave may be used at any time to attend a school-related function in which a child of the employee is participating, providing a substitute teacher is available. Personal leave days are non-accumulative.

D. Emergency Leave: Two days of emergency leave may be used each year for unanticipated incidents such as immediate family illness (Immediate family defined as: spouse, children, sibling, parent, fiancée, mother-in-law, father-in-law, or anyone residing within the household), and funerals other than those granted under bereavement leave. These days are non-accumulative. If more than two days are taken they will be counted as personal leave.

E. A total of five days may be used for all leaves other than sick leave and bereavement leave. These days are non-accumulative.

F. Additional leave days may be granted at the discretion of the administration.

G. One professional leave day will be granted for one AEA member to attend the ISEA Delegate Assembly. A second day will be granted with the AEA (Audubon Education Association) paying for the cost of the substitute teacher.

H. A written explanation for the denial of a leave request will be provided upon receipt of a written request from the employee for such an explanation.

XVI. ADDITIONAL AGREEMENTS:

The Board agreed to issue all single teachers a pass for two (2).

XVII. SUPPLEMENTAL PAY:**2006-2008 SUPPLEMENTAL PAY SCHEDULE**

<u>Generator Base (2006-2007)</u>		\$23,860	
Generator Base will be adjusted for 2007-2008.			
Athletic Director		16%	
Head H.S. Football, Basketball, Wrestling		13%	
Head Baseball, Softball, Volleyball		12%	
Head H.S. Band, Vocal Music		11%	
Head H.S. Track, Tennis, Golf, J.V. Basketball		10%	
Ass't. H.S. Football, Wrestling, 9 th Basketball		8%	
Fall Drama Productions		8%	
Spring Drama Production		8%	
H.S. Speech (per coach-maximum of two)		8%	
Head H.S. Cheerleading		8%	
Ass't. Track, Baseball, Softball, Volleyball		7%	
Cross Country		7%	
Elem. Vocal Music		7%	
Head J.H. FB, BB, WR, Track, Volleyball		5%	
Ass't. J.H. Football, Basketball, Wrestling, Track		5%	
Ass't. Band		5%	
Ass't. JH/HS Vocal Music		5%	
Drill Team Sponsor		3%	
Concessions		5%	
Yearbook		5%	
J.H. Cheerleading		3%	
<u>Driver Education</u>		<u>(\$170.00 per student)</u>	
Supplemental	Maximum Yearly	Maximum Yearly	Maximum Yearly
Activity	Bonus After	Bonus After	Bonus After
Percentage	5 Yrs. Service	10 Yrs. Service	15 Yrs. Service
13%	\$130	\$260	\$390
12%	\$120	\$240	\$360
11%	\$110	\$220	\$330
10%	\$100	\$200	\$300
8%	\$ 80	\$160	\$240
7%	\$ 70	\$140	\$210
6%	\$ 60	\$120	\$180
5%	\$ 50	\$100	\$150
4%	\$ 40	\$ 80	\$120
3%	\$ 30	\$ 60	\$ 90
2%	\$ 20	\$ 40	\$ 60

2006-2007 SALARY SCHEDULE

A	B	C	D	E	F	G	H	I	J	K
23,860					BA+38					
BASE	DOLLARS	BA	BA+10	BA+20	MA	MA+15				
PH I + PH II	800	23,860	24,160	24,460	24,810	25,060				
1		24,660	24,960	25,260	25,610	25,860				
	832	24,814	25,126	25,438	25,802	26,062				
2		25,646	25,958	26,270	26,634	26,894				
	864	25,769	26,093	26,417	26,795	27,065				
3		26,633	26,957	27,281	27,659	27,929				
	896	26,723	27,059	27,395	27,787	28,067				
4		27,619	27,955	28,291	28,683	28,963				
	928	27,678	28,026	28,374	28,780	29,070				
5		28,606	28,954	29,302	29,708	29,998				
	960	28,632	28,992	29,352	29,772	30,072				
6		29,592	29,952	30,312	30,732	31,032				
	992	29,586	29,958	30,330	30,764	31,074				
7		30,578	30,950	31,322	31,756	32,066				
	1,024	30,541	30,925	31,309	31,757	32,077				
8		31,565	31,949	32,333	32,781	33,101				
	1,056	31,495	31,891	32,287	32,749	33,079				
9		32,551	32,947	33,343	33,805	34,135				
	1,088	32,450	32,858	33,266	33,742	34,082				
10		33,538	33,946	34,354	34,830	35,170				
	1,120	33,404	33,824	34,244	34,734	35,084				
11		34,524	34,944	35,364	35,854	36,204				
	1,152	34,358	34,790	35,222	35,726	36,086				
12		35,510	35,942	36,374	36,878	37,238				
	1,184	35,313	35,757	36,201	36,719	37,089				
13		36,497	36,941	37,385	37,903	38,273				
	1,216	36,267	36,723	37,179	37,711	38,091				
14		37,483	37,939	38,395	38,927	39,307				
	1,248		37,690	38,158	38,704	39,094				
15			38,938	39,406	39,952	40,342				
	1,280				39,696	40,096				
16					40,976	41,376				
	1,312				40,688	41,098				
17					42,000	42,410				
	1,344				41,681	42,101				
18					43,025	43,445				
	1,376				42,673	43,103				
					44,049	44,479				

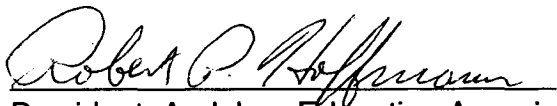
		AUDUBON COMMUNITY SCHOOL DISTRICT		
		NURSE'S SALARY SCHEDULE		
		2006-2007		
		BASE	\$23,630	
		1	\$24,575	
		2	\$25,520	
		3	\$26,466	
		4	\$27,411	
		5	\$28,356	
		6	\$29,301	
		7	\$30,246	
		8	\$31,192	
		9	\$32,137	
		10	\$33,082	
		11	\$34,027	
		12	\$34,972	
		13	\$35,918	
		1. INCREMENTS - 4% OF BASE.		
		2. GENERATOR BASE WILL BE EQUAL TO GENERATOR BASE ON TEACHERS' SCHEDULE.		
		3. A NURSE HIRED NEW TO THE SYSTEM WILL BE ALLOWED TO BRING IN NO MORE THAN		
		SEVEN YEARS OF OUTSIDE EXPERIENCE.		
		4. AFTER TWO YEARS ON THE MAXIMUM STEP, THE NURSE WILL RECEIVE \$150 FOR A		
		PERIOD OF FOUR YEARS. THE FIFTH YEAR HE/SHE WILL RECEIVE \$300 IN		
		CAREER INCREMENT PAY AND THEN \$150 FOR EACH OF THE NEXT FOUR		
		YEARS, ETC.		

Side Letter Agreement

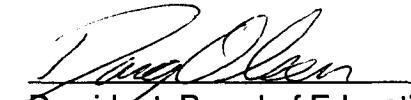
BE IT RESOLVED THAT, for the 2006-07 and 2007-08 school years, the Board of Education of the Audubon Community School District and the Audubon Education Association agree to make the following adjustment to the 2006-2008 Master Contract Agreement:

Article V., Sections A - I, regarding Employee Evaluations, shall be superceded by the following language:

For the 2006-07 and 2007-08 school years, all employee evaluations shall be in accordance with Iowa law.



President, Audubon Education Association



President, Board of Education

4/11/06

Date

4-11-06

Date